

## Health and Safety Policy

### Our health and safety vision:

**“We all go home from work without injury or illness”**

The safety and welfare of our people is our most important priority. We aspire to achieving our goal of going home from work without injury or illness.

### Our health and safety principles:

- Emphasising a culture where all employees choose to always work safely at work and at home.
- A fundamental belief that all injuries can be prevented.
- We care about the safety of our customers, employees, contractors and members of the public.
- We are committed to assisting our employees a safe return to work after periods of illness or injury in a way that will facilitate their best possible recovery.
- We are committed to addressing psychosocial hazards to prevent harm to the mental health and well-being of our workforce.

### Employer responsibilities:

- Implementing an integrated and holistic risk management approach to health and safety management that meets our legislative obligations and complies with ISO45001.
- Ensuring that all incidents are fully and transparently investigated, identifying contributing factors and implementing suitable control measures to prevent recurrence.
- Ensuring employees are trained in safe work procedures.
- Undertaking regular audits and inspections to continually improve health and safety performance.
- Consulting with and promote active participation of employees in the management of their own and others health and safety.
- Establishing measurable targets to ensure the Safety Management System is continually improved.

### Employee responsibilities:

- Working in accordance with TEN Safe Work procedures, policies and safety principles.
- Reporting any incidents which generate an actual or potential injury.
- Stopping work where there is a threat to the safety of themselves or others.
- Taking reasonable care to ensure good health and safety procedures are implemented at all times.



**Corey Scott**  
**Managing Director**

March 2025

